

Information for Statement of Accounts on Trade Union Facility Time 2024/25 relating to North Yorkshire Council

North Yorkshire Council's facilities agreement (legally all employers with union membership in their workforce have to have one of these) covers time off for trade union duties, attending trade union meetings, training, physical facilities and time off for trade union activities. Only certain meetings and attendance at national/local union conferences attract paid time off.

The data detailed includes trade union time, cost and input for corporate services as well as North Yorkshire schools, other than for a number of academies which have their own arrangements. This is because schools access Trade Union time and input from the Council as part of the service they purchase from Human Resources. This means that the cost of the Trade Union support for schools is included in the figures which cover a workforce inclusive of schools staff of some 15,186. The vast majority of teaching union time and cost relates to schools as does at least half of Unison time and costs. The data requirements require the total cost of facility time to include on-costs (pension and national insurance contributions on top of salary).

To provide some context to this information, North Yorkshire Council (including locally maintained schools and academies receiving NYC HR support) covers some 15,186 staff of which 2,116 are teachers. Since the Council became a Unitary Council on 1 April 2023 this continues to involve joint working with Unison on reviewing and developing workforce policies, procedures, and a pay structure and terms and conditions for the new council. In the period 2024-25 there were 18 schools transferring to Academies resulting in a decrease in total pay bill for schools.

Unions Recognised	UNISON (Corporate)	NEU (was NUT/ATL) (Education)	NAS/UWT (Education)
Number of relevant Union Officials during the period	8	4	5
FTE of Union Officials during the period	6.08	3.0	1.4
Percentage of working time spent on facility time	100%	100%	100%
Total cost of facility time	£287,306	£151,882	£95,940
Total pay bill	£393,015,565	£194,770,465	£194,770,465
Percentage of pay bill for <u>facility time</u>	0.07%	0.08%	0.05%
Paid trade union <u>activities</u> percentage of the hours spent on trade union activities	1.36%	0% - voluntary	0% - voluntary